



## U.S. Department of Justice

Executive Office for Immigration Review

*Office of the Chief Immigration Judge*

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Chief Immigration Judge

5107 Leesburg Pike, Suite 2500  
Falls Church, Virginia 22041

July 5, 2018

**MEMORANDUM TO:** All Immigration Judges

**FROM:** MaryBeth Keller  
Chief Immigration Judge

**SUBJECT:** Notice of Rights Required by 5 U.S.C. §7114(a)(3)

Under 5 U.S.C. §7114(a)(3) employees who are represented by a union must be advised of their rights under 5 U.S.C. §7114(a)(2)(B) on an annual basis.

A copy of the enclosed notice is being provided to every Immigration Court employee who is represented by a union in compliance with the above cited statutory provision.

Enclosure

cc: All Assistant Chief Immigration Judges  
All Court Administrators

NOTICE OF RIGHTS UNDER 5 U.S.C. §7114(a)(2)(B)

The United States Code provision referred to above states as follows:

§7114. Representation rights and duties

(a)(1) ...

(2) An exclusive representative of an appropriate (bargaining) unit in an agency shall be given the opportunity to be represented at -

(A) ...

(B) any examination of an employee in the unit by a representative of the Agency in connection with an investigation if -

- (i) the employee reasonably believes that the examination may result in disciplinary action against the employee; and
- (ii) the employee requests representation.